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1945

**NATIONAL UNION OF JOURNALISTS**

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# **ANNUAL DELEGATE MEETING**

**WALDORF HOTEL  
ALDWYCH, LONDON  
W.C.1**

**On 29th, 30th and 31st MARCH, 1945**

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**Annual Report, Statement of  
Accounts, Standing Orders  
Notices of Motion for the  
Agenda, Nominations for office**

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*AMENDMENTS to motions on the paper may be moved at any time, but it is desirable to have the terms of such amendments on the Final Agenda Paper, which will be sent to the appointed delegates before the opening of the Meeting. Amendments to be printed on the paper must reach me by Tuesday, March 13th, 1945.*

*Please put the catch number of motions to your amendments thereto.*  
**C. J. BUNDOCK, General Secretary.**

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**PAPER SHORTAGE :** We regret that the paper situation has made it impossible for us to include the usual Statement of Accounts in the Preliminary Agenda : a Statement has been sent to each Branch, and will be included in the Final Agenda for A.D.M. Delegates.

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**7 John St., Bedford Row, London, W.C.1**

## AGENDA

### PROPOSED STANDING ORDERS FOR ANNUAL DELEGATE MEETING

1. A motion or amendment having been moved by one branch shall not be discussed until it has been seconded by a delegate from some other branch. A motion from the N.E.C. may be moved and seconded by members of the N.E.C.

2. The mover of every proposition shall have a right to reply, immediately after which the question shall be put from the chair; but no other member shall be allowed to speak more than once on the same question, unless permission be given; or to a point of order.

3. The mover of an amendment to a proposition shall not have the right to apply.

4. When an amendment to a proposition is before the meeting, a second amendment shall not be taken into consideration until the first amendment is disposed of.

5. If an amendment be carried, the proposition as amended shall then be open to further amendment.

6. Upon any member rising to a point of order, the speaker then addressing the meeting shall at once resume his seat until the chairman has given his decision upon the point raised, which shall be given at once.

7. Any member rising to ask a question shall not add any argumentative or other statement.

8. After a proposition has been moved and seconded any delegate may at the close of any speech claim to move "That the question be now put," and unless it shall appear to the chair that such notice is frivolous or an infringement of the rights of the minority, the motion "That the question be now put" shall be put forthwith and decided without discussion; and if it be carried the mover of the original proposition shall have the right to reply before the vote is taken upon the proposition.

9. No proposition shall be brought forward as a motion of urgency unless it is ruled from the chair that such motion is a matter of urgency or, in the event of the decision of the chair being challenged, unless the consent of the Annual Delegate Meeting is signified by a majority of not less than two-thirds of those voting. Emergency resolutions shall be read or circulated to delegates at least an hour before they are considered.

10. A card vote shall be taken if not fewer than twenty delegates representing twenty branches so demand. In the case of a card vote at the A.D.M., it shall be an instruction to the scrutineers to produce to the President the figures showing how the branches voted, as well as those showing the individual votes for and against; and that the President shall announce both sets of figures in giving the result of a card vote.

11. It shall be competent for a delegate to move "the next business" at the close of any other delegate's speech. The acceptance of such motion shall be at the discretion of the chair, but a delegate having made such a motion and then been defeated shall not again make the same motion on the same question.

12. A Standing Orders Committee, composed of two representatives of the Executive and four representatives of the delegates shall be appointed by the Conference to advise the A.D.M. on the order of business. Its recommendations shall be reported to the Conference by the Chairman of the Standing Orders Committee for approval or reference back.

*NOTE.—Questions of general policy can only be decided by the A.D.M. if due notice has been given to the General Secretary eight weeks before the A.D.M. and the motions circulated by him to the branches four weeks before the meeting. (Rule 15.)*

*Rules may be altered only by the A.D.M. after similar notice. (Rule 22.)*



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## NOTICES OF MOTION

### A.D.M. BUSINESS

1 For fair and even working of this and future Annual Delegate Meetings, this branch considers—and invites A.D.M. approval—that there should be from the first a series of fixed time limits on all speeches connected with any resolution before the A.D.M., this rule only to be altered by special resolutions when the importance of the subject, in the view of the A.D.M., warrants such a course.

*Tees-side Branch.*

### A.D.M. VISITORS

2 This A.D.M. expresses the hope that, so far as possible, special attention will be paid, when fixing up a conference chamber, to its accommodation for spectators, so that members of the N.U.J. residing in the vicinity can be specially invited to look on and learn more of the working of the Union machine, thus enabling them to be better delegates when called upon to represent their branches at A.D.M.

*Tees-side Branch.*

### CONDITIONS OF REINSTATEMENT

3 That the N.E.C., to secure the maintenance of wage standards, take all the necessary steps to ensure, during the reinstatement of members now in the Services, that : (1) Agreed and operative salary scales are rigidly observed ; (2) an agreed proportion of juniors to seniors is not exceeded ; and (3) senior, and, consequently, generally, more highly paid members of staffs are not displaced for cheaper labour.

*Swansea and District Branch.*

### ALLOWANCES TO SERVICE MEN IMPOSE OBLIGATIONS

4 That this A.D.M. expresses the view that where men in the Services have been receiving financial assistance from their employers during their service, there is a moral obligation upon them either to return to their jobs or to consult with their employers before accepting a new position.

*Birmingham Branch.*

### SERVICE MEN'S ALLOWANCES

5 This A.D.M. instructs the N.E.C. to approach again the Newspaper Proprietors' organisations seeking payment of allowances to men and women serving in the Forces who are not in receipt of allowances or whose allowances are inadequate. Failing a satisfactory response, the N.E.C. should press newspaper proprietors to make resettlement grants to ex-Service men and ex-Service women who have not been in receipt of allowances.

*Manchester Branch.*

### INDIVIDUAL AGREEMENTS

6 That steps be taken, by circularising all members, to call attention to the danger of signing, in secret, any agreements with employers, without first submitting them to scrutiny by the N.E.C. or General Secretary, and pointing out that such action is a contravention of Rule 7 (d).

*Sheffield Branch.*

### TRAINING FOR JUNIORS

7 This A.D.M. instructs the National Executive to make a full inquiry into the desirability of establishing an educational standard for journalists by means of a training scheme for juniors ; to discover what co-operation would be needed in such a scheme from the employers and other trade unions involved ; and to issue a report of the findings of the inquiry.

*Central London Branch.*

## RECRUITMENT AND TRAINING OF JUNIORS

8 This A.D.M. affirms that any recruitment and training scheme for juniors agreed between the N.U.J. and the proprietorial bodies should contain the following provisions : ' (1) The setting up of a joint panel of employers' and N.U.J. representatives to administer the scheme. (2) Journalistic aspirants to apply to the panel for not fewer than three years' training in offices approved by the panel. (3) Training of all students under the scheme to provide for a proportion of time to be spent at a suitable educational centre. (4) N.U.J. wages and holiday agreements to apply to all students training under the scheme. (5) A shorter course of vocational training to be offered to university graduates.

*Manchester Branch.*

## EDUCATION AND REGISTRATION

9 That as all local schemes of education and training have varying and indeterminate values, the Executive be instructed to devise a scheme to be approved or disapproved by ballot during the year to cover (a) educational standards and (b) vocational training ; that those who have at an appointed date been in practice as a journalist for five years on full rate of pay be deemed to be fully qualified and that others be encouraged to follow the course by the setting up of a register at Central Office which will be accessible to all *bona-fide* inquirers.

*East Lancashire Branch.*

## JOURNALISM COURSE

10 This A.D.M. authorises the National Executive Council to make a gift of £200 to the University of London towards the cost of re-establishing the Journalism Course which was suspended on the outbreak of the war.

*N.E.C.*

## EXCHANGE VISITS

11 That, in the interests of extending the practical knowledge of journalists on international affairs and problems, and, to enable more journalists to gain first-hand experience of conditions in countries other than their own, the N.E.C. be instructed to give consideration to, and to seek appropriate contacts in support of, a post-war scheme under which interchanges for periods might be arranged between journalists of different countries willing to take advantage of such facilities.

*Monmouthshire Branch.*

12 That the N.E.C. take steps to bring into operation a scheme for the exchange between foreign countries of working journalists who are members of trade unions recognised by the International Federation of Journalists.

*Swansea Branch.*

13 Believing that social progress, cultural development, and the highest aspirations of men and women of all races can only be achieved in a world made secure from the scourge of recurring wars, the N.E.C. be instructed to strengthen the bonds between journalists of all countries by a system of exchange visits, with the object of fostering an international "No More War" policy among journalists and others responsible for moulding public opinion.

*Cardiff Branch.*

## DEFINITION OF CLOSED SHOP

14 A closed shop is an office in which the Chapel has informed the management that its members are not prepared to work with non-unionists, and in which the Union card (including N.U.J. temporary cards and the cards of Unions with which the N.U.J. has arrangements) is a pre-requisite for anyone engaging in journalistic work, excepting special cases where there has been prior consultation between the management and the Chapel leading to an agreement approved by the N.E.C.

*Manchester Branch.*



## WEEKLY PAPER WAGES

15 As under present conditions temporary men are engaged at wages in some cases far above standard rates in the offices concerned, the N.E.C. be instructed to reopen negotiations with the employers in order to remove the inequalities now prevailing. The N.E.C. is particularly urged to press the claims of weekly paper men for a substantial improvement in the basic rates prevailing on weekly papers.

*Burnley and Nelson Branch.*

16 That it be an instruction to the N.E.C. to take immediate steps for negotiating an increased minimum wage for journalists employed on weekly newspapers (local weeklies) with circulations of 20,000 and over, whether in one area or in a series of localised editions.

*Sheffield Branch.*

## WAGES, HOURS, AND HOLIDAYS

17 *General Directive.*—That this A.D.M. directs the N.E.C. to open negotiations with the appropriate employers' organisations immediately the period of stabilisation expires to obtain new or revised agreements on wages, hours, and holidays for journalists in all classes of newspaper, periodical, and radio employment to come into operation as soon as possible.

*Formulation of Wages Programme and Procedure.*—(a) To adjust wages to post-war conditions, this A.D.M. resolves that the applications shall seek increases of not less than 50 per cent. above pre-war rates ; (b) Each branch in the Union shall immediately be invited to assist the N.E.C. in formulating the applications by submitting to Head Office any detailed suggestions they may have.

*Manchester Branch.*

## SUNDAY AND SATURDAY PAPERS

18 That this A.D.M. requests the N.E.C. to consider an agreement on the lines of that achieved in Manchester for other Sunday newspapers in the provinces when they meet the Newspaper Society to conclude an agreement on holidays and hours after the war ; and that the payments and conditions on Saturday evening football editions and early morning racing editions should be investigated in time for such negotiations when the holidays and hours agreement is discussed with the proprietors.

*Birmingham Branch.*

## CHRISTMAS PUBLICATION

19 That steps be taken immediately through the P.K.T.F. to ensure that the release of newspaper workers from Christmas Day and Boxing Day labour, brought about by war-time conditions, be established by means of an agreement prohibiting publication on those days, whenever and however they may fall.

*Nottingham Branch.*

## LINAGE

20 That this A.D.M. instructs the N.E.C. to take such action as is necessary to have the present lineage system abolished. With the increase in cost of living, stationery, and office expenditure having to be met by free-lance journalists, the lineage system should be revised, as some newspapers are still paying the pre-war rate of 1d. per line.

*Bolton Branch.*

## UNION PUBLICITY

21 This A.D.M. instructs the N.E.C. to appoint a Propaganda and Publicity Sub-committee, with the object of making the Union's purpose and aims better known throughout the newspaper industry and to the public, the committee to include the editor of *The Journalist*, and to have power to co-opt members experienced in public relations work.

*Central London Branch.*

## **PROPAGANDA—TEMPORARY COMMITTEE**

22 That the N.E.C. be instructed to set up a temporary propaganda committee from within the N.E.C. or from the general membership. The committee to be charged with the task of producing a booklet setting out the case for Union membership, and its benefits, forcibly and clearly. The booklet to be subject to N.E.C. approval before publication.

*Kent Branch.*

## **PROPAGANDA—STANDING COMMITTEE**

23 That the N.E.C. be instructed to bring to the A.D.M. to be held in 1946 proposals for a standing propaganda committee accredited with a reasonable yearly sum to conduct propaganda—subject to N.E.C. approval—for Union recruiting by booklet, pamphlet, advertisement, or other means

*Kent Branch.*

## **DISTRICT ORGANISERS**

24 That District Organisers be appointed for each District Council area and one for the London area. These shall be in addition to the National Organiser.

*Birmingham Branch.*

## **NORTHERN ORGANISER**

25 That the A.D.M. instruct the N.E.C. to appoint an organiser for Scotland and Northern England.

*Glasgow Branch.*

## **JOINT PENSION SCHEME**

26 That the Executive explore every avenue to seek to establish within the newspaper industry a joint pension scheme on a contributory basis, with payments from employees and employers.

*Preston Branch.*

## **SUPERANNUATION**

27 That the National Executive be instructed to get in touch with newspaper firms or, alternatively, with the N.P.A. with a view to introducing superannuation schemes. Such schemes will assume added importance when the war ends and soldier-journalists return to their old jobs.

*East Lancashire Branch.*

## **PRESS ACCOMMODATION**

28 That having regard to the many post-war schemes already under consideration, and likely to come under consideration as the end of hostilities approaches, for the building of new town halls, municipal premises, police courts, and other buildings in which local government or other proceedings of public interest may be held, the N.E.C. be instructed to circularise all architects' associations, architectural publications, etc., asking that architects employed on the plans for such buildings shall not overlook the desirability of providing in such schemes for accommodation for Press representatives which is both adequate and reasonably comfortable, as well as satisfactory in an acoustic sense, and that it be suggested in preparing their plans they consult the local branch of the N.U.J.

*Taunton and West Somerset Branch.*

## **FULL MEMBERSHIP—QUALIFICATION**

29 A probationary member who had eighteen months or more journalistic experience prior to war service shall, on completion of two years in the profession, be eligible for full membership subject to qualification by age and other respects.

*Leicestershire Branch.*



### TEMPORARY CARDS

30 In an effort to prevent the closed shop policy from becoming merely a recruiting drive, the Rule 16, paragraph (e), should be amended so that temporary cards can only be issued to men or women over 21 in exceptional circumstances, such as to specialist writers.

*Shields and District Branch.*

### MEMBERSHIP CARDS

31 That the next issue of Membership Cards include spaces for the signatures of local officials, such as Chief Constables, Fire Force Commanders, and others whose endorsements would be helpful to reporters in their work.

*Swansea and District Branch.*

### PRESS CREDENTIAL CARD

32 That a special card identifying the holder as an Accredited Press Representative be issued to every member of the Union, containing the statement now appearing on page 2 of our subscriptions card and that spaces be left for local counter-signature by Chief Constables, Fire Chiefs, and others whose endorsements may facilitate the work of the reporter.

*Cardiff Branch.*

### N.E.C. CONSTITUTION

33 That this A.D.M., desiring to widen the opportunity of service on the N.E.C., resolves that after four consecutive years territorial and national members shall stand down for one year before submitting themselves for re-election. The number of those standing down at any one A.D.M. shall not exceed one-quarter of the total of territorial and national members and their selection shall be according to their seniority in membership. The President, the immediate Past President, the Trustees, the General Treasurer, the Editor of *The Journalist*, and the Organiser of the Widow and Orphan Fund shall be *ex-officio* members of the N.E.C. and shall be excepted from this rule. This A.D.M. instructs the N.E.C. to make the consequential alterations in rules to bring these decisions into operation at the 1946 A.D.M.

*Manchester Branch.*

### THE GENERAL SECRETARY

34 That the salary of the General Secretary be increased to £1,250 per annum on a three-year contract renewable by A.D.M. resolution and the N.E.C. be instructed to make the consequential alterations in rules.

*Manchester Branch.*

### DISTRICT COUNCILS LEVY

35 That the minimum levy per member for District Councils be increased from 1/- to 2/-

*East Lancashire Branch.*

### SCOTTISH T.U.C.

36 That the Union shall become affiliated to the Scottish Trades Union Congress and be represented at conferences by two delegates appointed by Scottish branches.

*Lanarkshire Branch.*

### PROFESSIONAL AUDITS

37 That, as much as the National Union of Journalists has agreed that no one except an accepted member of the National Union of Journalists shall practise journalism, similarly no one except an accepted member of a chartered union of accountants or similar body should audit accounts, in future the A.D.M. instructs that all branches' accounts shall be forwarded to a professional auditor, who is associated with an accredited body, for the purposes of the annual audit.

*London South-West Branch.*

## FOSTER FORCES FUND

38 This A.D.M. desires, in view of the prior claims at this stage, of the Foster Forces Fund over the N.U.J.'s Unemployment Fund, a sum of 6d. (sixpence) a month be diverted from the 3s. now paid monthly by members to the latter fund and placed to the credit of the Foster Forces Fund for a period of one year.

*Manchester Branch.*

## W. AND O. FUND RESERVE

39 That the N.E.C. be and hereby is authorised to create and maintain from amounts allocated to the Widow and Orphan Fund, a standing reserve of £200, which shall be used at the discretion of the N.E.C. to meet any financial loss sustained by a branch in connection with a special effort held on behalf of the Fund.

*N.E.C.*

## SICKNESS BENEFIT FOR SELF-EMPLOYED

40 This A.D.M. is of the opinion that in the forthcoming measure of National Insurance, sickness benefit to the self-employed should be paid immediately without a four-weeks' waiting period, and calls on the Government to amend its scheme accordingly.

*Central London Branch.*

## HEALTH INSURANCE AND COMPENSATION

41 This A.D.M. calls upon the Government to ensure in the Social Security and Workmen's Compensation Acts complete protection for employees in respect of illnesses and diseases peculiar to their particular industry, profession, or trade.

*Suffolk Branch.*

## MEMBERSHIP DURING EDUCATIONAL COURSES

42 This A.D.M. deplores the N.E.C. decision that a member embarking on a scholarship or other educational course must cease to be a member of the Union.

*Manchester Branch.*

## "FREEDOM OF NEWS" CLAUSE IN PEACE TREATIES

43 This A.D.M. calls upon Parliament to declare for a "Freedom of News" clause to be embodied in all peace treaties to be signed at the end of the war.

*Suffolk Branch.*

## SEVEN-POINT WORLD PRESS CHARTER

44 This A.D.M. calls upon the International Federation of Journalists to adopt and act upon the following seven-point World Press Charter :—

- (1) There shall be a free and untrammelled flow of news between all countries.
- (2) There shall be freedom of expression of views among journalists of all countries.
- (3) Any attempt to curtail such freedom anywhere shall be immediately reported to the International Federation of Journalists with a view to their taking appropriate action.
- (4) Every journalist shall be free to work according to the dictates of his conscience and in the public interest.
- (5) Every journalist shall endeavour to foster friendship between nations.
- (6) Every journalist shall be free to expose immediately any attempt to create disunity between nations or to write upon the causes which might lead to friction between the nations,



- (7) Newspapers should help the people to understand their citizenship rights and to act upon them.

Further, this A.D.M. asks the I.F.J. to bring this charter, if adopted, before the world congress of national journalists' organisations which it will call as soon as possible after the war with a view to seeking its adoption by the world congress.

*Suffolk Branch.*

### JURY SERVICE EXEMPTION

45 In the interests of justice, the N.E.C. be instructed to approach the Home Office with a view of securing the inclusion of journalists on the list of exempted classes in connection with jury service.

*Cardiff Branch.*

### TYPOGRAPHY BOOKLET

46 That this A.D.M. instructs the Education Committee to prepare a booklet for distribution to all Union members, giving elementary instruction in typography and the principles of newspaper and magazine make-up, together with a guide to the essentials of the crafts of printing and block-making.

*Kent Branch.*

### GREECE

47 That the National Union of Journalists deems it necessary in order to restore democracy to Greece that the British Government should take immediate steps to use its influence to see that E.A.M. has a fair representation in the Greek Government and also that the British Government should take immediate steps to end the slaughter.

*London South-West Branch.*

48

### NOMINATIONS FOR OFFICE

President : \*A. J. Gibson, *Bristol, Birmingham, Burnley and Nelson, Carlisle, Central London, East Lancs, Glasgow, London, S.W., Manchester, Monmouthshire, N. Lancs, Parliamentary, Portsmouth, Trade and Periodical.*

Vice-President : \*F. Treavett, *Birmingham, Brighton, Bristol, Central London, London, S.E., London, S.W., Monmouthshire, Norfolk and Norwich, Stirlingshire, Swansea, Taunton, Thames Valley, Trade and Periodical.*

\*E. Jay, *Parliamentary.*

General Treasurer : \*E. J. T. Didymus, *Birmingham, Bristol, Central London, London, S.W., Manchester, Monmouthshire, Parliamentary, Portsmouth, Swansea.*

Editor of *The Journalist* : \*H. G. Schaffer, *Birmingham, Central London, London, S.W., Manchester, Swansea, Thames Valley.*

Trustees : \*T. Foster, *Central London, Manchester, Portsmouth.*

\*F. J. Mansfield, *Central London, Manchester.*

\*C. E. Turner, *Central London, Manchester.*

National Members : (Three to be elected).

H. Bate, *Manchester.*

R. Bishop, *Trade and Periodical.*

\*R. J. Finnemore, *Central London, East Lancs, Liverpool, Manchester, N. Staffs, Sheffield.*

\*H. D. Nichols, *Bristol, Manchester.*

\*H. A. Raybould, *Bristol, Leicestershire, Wolverhampton.*

\*M. Webb, *Bristol, Parliamentary.*

## EXECUTIVE TERRITORIAL REPRESENTATIVES

The names of nominating branches are given in italics after the names of the nominees.

DEVON AND CORNWALL.—Barnstaple, Cornwall, Exeter, Plymouth, South Devon.

\*A. P. Copplestone, *Barnstaple, Cornwall, Exeter, Plymouth, South Devon.*

HAMPSHIRE, DORSET, SOUTH WILTS, ETC.—Bournemouth, Dorset, Portsmouth, Salisbury, and Southampton.

\*E. J. T. Didymus, *Portsmouth.*

SOUTH-EAST ENGLAND.—Aldershot and District, Berkshire, Brighton, and West Sussex, East Sussex, Kent, West Surrey.

\*A. J. Marshall, *Aldershot, Brighton, East Sussex.*

†LONDON.—Central London, Law Courts, Parliamentary.

L. A. Berry, *Central London.*

G. F. L. Bridgman, *Law Courts.*

\*F. P. Dickinson, *Central London, Parliamentary.*

\*E. E. Hunter, *Parliamentary.*

G. A. Hutt, *Central London.*

\*J. E. Jay, *Parliamentary.*

LONDON.—Trade and Periodical.

\*L. R. Aldous, *Trade and Periodical.*

LONDON SUBURBAN BRANCHES.—Hertfordshire, London Eastern Suburban, London North, London South-Eastern, London South-Western, London West, Thames Valley, Watford.

\*F. Treavett, *London, S.E., London, S.W., Thames Valley.*

EAST ANGLIA, CAMBRIDGE, AND NORTHAMPTON.—Bedford, Cambridge, Essex, Holland, Norfolk and Norwich, Northampton, Northants East, Peterborough, Southend, Suffolk, Wisbech and March.

\*F. W. Bill, *Norfolk and Norwich.*

MIDLANDS.—Birmingham, Burton, Coventry and Warwickshire, Derby, Leicester, Mansfield, Nottingham, Oxford, Shropshire, Walsall, Wolverhampton, Worcester.

\*H. D. Moxley, *Birmingham, Leicester, Wolverhampton.*

WEST OF ENGLAND.—Bath, Bristol, Gloucester, Swindon, Taunton and West Somerset, Weston-super-Mare, West Wilts.

\*C. Hathway, *Bath, Bristol, Taunton, Swindon, West Wilts.*

SOUTH WALES.—Cardiff and District, Monmouthshire, Swansea, West Wales.

\*W. S. Collins, *Monmouthshire, Swansea.*

LIVERPOOL, NORTH WALES, ETC.—Chester, Liverpool, North Wales Coast, St. Helens, Southport, Warrington, Wrexham.

R. A. Croke, *Liverpool.*

†MANCHESTER DISTRICT, MID-CHESHIRE AND NORTH STAFFORDSHIRE.—Ashton and Hyde, Bolton, Bury, Crewe, Manchester, North Staffs, Oldham and Rochdale, Stockport.

H. J. Bradley, *Manchester,*  
W. Hirst, *North Staffs,*



SHEFFIELD.—Barnsley, Chesterfield, Grimsby, Lincoln, Sheffield, South Yorkshire, Worksop.

\*K. E. Burnett, *Lincoln, Sheffield.*

YORKSHIRE.—Bradford, Halifax, Huddersfield, Hull, Keighley, Leeds, Scarborough, York.

\*A. Kenyon, *Leeds.*

NORTH-EAST COAST.—Darlington, Durham, Hartlepool, Newcastle, Shields, Sunderland, Tees-side.

\*G. W. Grunwell, *Tees-side.*

LANCASHIRE (outside Manchester and Liverpool Areas) and CUMBERLAND.—Barrow, Blackpool, Burnley and Nelson, Carlisle, Cumberland West, East Lancashire, North Lancashire, Preston, Rossendale.

\*A. J. Gibson, *East Lanes.*

SCOTLAND (West and South).—Glasgow, Lanarkshire.

\*J. Taylor, *Glasgow, Lanarkshire.*

SCOTLAND (Central).—Aberdeen, Dundee, Edinburgh, Fife, Perth, Stirlingshire.

\*D. M. Elliot, *Edinburgh.*

IRELAND.—Belfast, Dublin, Londonderry, Limerick, Sligo.

Vacant.

\* Denotes present member of N.E.C.

† In this area a ballot is being held. The result will be announced at the delegate meeting.

## AMENDMENTS TO RULE

### 49 Rule 1 (b). Line 5 :

(After "work" and before "provided")—"or in the event of interruption by War Service, after two years in journalism (including eighteen months before such interruption)."

*Leicestershire Branch.*

### 50 Rule 1 (c (1)) :

Add at end "and to take such action on public questions as the A.D.M. may from time to time determine."

*Central London Branch.*

### 51 Rule 2 (c). Line 24 :—

After "meetings" add : "Any member may call for an inspection by the branch officials of the membership cards of those attending a branch meeting to establish their right to vote on any matter."

*N.E.C.*

### 52 Rule 4. Clause (j) :—

Add "or from representing any branch at the A.D.M."

*N.E.C.*

### 53 Rule 8 (a). Line 28 :—

After "provided" add : "that he is available for employment and."

*N.E.C.*

### 54 Rule 8 (c) :

Add after "contributions" in the last line of the clause : "A member who has become unemployed through illness shall be entitled to receive benefit upon the production of a doctor's certificate that he was unable, because of illness, to follow his employment during the period for which benefit is claimed."

*Central London Branch.*

55 Rule 9 (k). Last line on page 17

After "next of kin" insert the word "nominee."

*N.E.C.*

56 Rule 15 (a), par. 1 :

After "revising the rules" add "as provided in Rule 22."

*N.E.C.*

57 Rule 15 (d), line 4 :

After "A.D.M." insert : "No branch may submit motions on more than three matters at any delegate meeting."

*N.E.C.*

58 Rule 15 (g). Line 34 :—

Delete "50 members, one delegate ; up to," so that the rule would read : "Branches shall appoint delegates on the following basis : up to 100 members, two delegates. . . ."

*Glasgow Branch.*

59 Rule 15 (g). Line 2 :—

Delete the words "up to 50 members, one delegate."

*Lanarkshire.*

60 Rule 15 (g) :—

That Rule 15 (g) be amended as follows : "Branches shall appoint delegates on the following basis : Up to 50 members one delegate, and may appoint one additional representative who shall not have the right to vote, etc."

*Lincoln and District Branch.*

61 New Rule 17 :—**Radio, Publicity, P.R.O.**

Persons employed in radio journalism shall be eligible for membership (subject to the provisions of Rule 1b) if they come within one of the following categories : (a) editorial workers whose duties are analogous to those of their counterparts in newspaper journalism ; (b) full-time correspondents, reporters, and feature writers attached to an editorial staff of the B.B.C. ; (c) editorial workers on monitoring services who prepare news digests for publication. Journalists engaged as publicity or public relations officers shall also be eligible for membership.

*N.E.C.*

The four amendments which follow (Nos. 62 to 65) are consequential to the insertion of a new rule after the present Rule 16 :—

62 Rule 17 :—

Re-number present Rule 17 (Women Journalists) as Rule 19.

*N.E.C.*

63 Rule 19 :—

Re-number present Rule 19 (Inspection of Books) as Rule 24.

*N.E.C.*

64 Rule 24 :—

Re-number present Rule 24 (National Emergency) as Rule 25.

*N.E.C.*

65 Rule 25 :—

Re-number present Rule 25 (Special Membership) as Rule 26.

*N.E.C.*



66 Rule 20 (d). Members in Suspense. Add new paragraph 20 :—

In the case of a member who ceases to be in active journalism temporarily, through his taking up an approved full-time course of study, he shall not pay contributions or levies during that period, but shall remain eligible for whatever benefits he had qualified for at the time he started the course, and, provided he returns to journalism not later than a month after completion of the course, he shall resume his membership where it was left off. If, for some reason, his return to journalism is delayed beyond the lapse of a month, it will be for the N.E.C. to decide whether that reason is good and valid for still allowing him the privilege of resuming his membership, or whether he has forfeited his rights under the Rule, and therefore must apply for readmission.

*Monmouthshire Branch.*

If this amendment is carried, the following consequential amendments will be necessary :—

67 Rule 20 (e) :—

Re-letter as 20 (f).

68 Rule 20 (f) :—

Re-letter as 20 (g).

69 Rule 20. New Clause (f) to be inserted between the present clauses (e) and (f) :—

A member or probationer who leaves employment for a course of study at a university or other educational institution shall retain membership, except financial benefits, during the course of those studies, without payment of any contribution, provided that he has made application to his branch for this privilege and the branch has approved.

*Manchester Branch.*

If this amendment is carried, the following consequential amendment will be necessary :—

70 Rule 20 (f) :—

Re-letter as 20 (g).

71 Rule 20 (f). Line 3 :

Delete “associate members,” and add at the end of clause (f) after “Branch” : “Associate members, being working journalists as defined in Rule 1 (b), shall have the right both to vote and to hold office in the Union.”

*Central London Branch.*

72 Rule 20. Delete clauses (e) and (f) and insert :—

(e) Honorary Members.—In recognition of long and distinguished service to the Union, the N.E.C. may confer honorary membership on any member. Each honorary member shall be presented with a special diploma recording the fact of his election. An honorary member who has ceased to be eligible for full membership shall retain the right to attend and speak at Union meetings and to hold office in the Union or a branch but not to vote. An honorary member may resume full membership should he again become qualified under Rule 1 (b). An honorary member qualifying under clause (a) of this rule may also be elected a life member.

(f) A life member may be elected an honorary member while retaining all the rights and privileges of life membership. Life members (unless otherwise qualified under clause (e) of this rule), associate members elected under clause (c) and members in suspense, shall have the right to attend and speak at branch meetings, but not to hold office or vote in the Union or a branch.

*N.E.C.*

**73 Rule 22 (a), line 3 :**

Delete full-stop after the word "Council" and the words "such proposals" and insert "only at intervals of three years, provided that consequential alterations of rules may be made at any intervening delegate meeting, after due notice to the branches, as hereinafter provided, on any matter of policy declared by the delegate meeting to be a matter of urgency. All proposals for alterations of rules"

*N.E.C.*

**74 Rule 25 (c) :—**

Delete last three lines and add : "over 21 of twelve months standing shall have the right to speak and vote at Union meetings on all matters except those concerning financial business."

*N.E.C.*

(N.B.—This amendment would carry the right of attending as a delegate at A.D.M.)

**75 Rule 25. Clause (d). Line 2 :—**

After "occupation" add "or has remained unemployed for thirteen weeks."

*N.E.C.*

**76 Rule 25. That a new clause (j) be added as follows :—**

Journalists who were not members of the N.U.J. at the time of joining the Forces, but who have since expressed a desire to join, may receive War Service Temporary Cards, on the recommendation of branches and subject to the approval of the N.E.C. Holders of War Service Temporary Cards shall be eligible for election to the N.U.J. on their return to their former newspaper jobs, in accordance with the Rules.

They shall be entitled to receive copies of *The Journalist* and may attend meetings of branches, but shall not vote or take part in the proceedings. They shall not be liable to pay any contribution and shall not be entitled to any of the financial benefits of the Union.

*N.E.C.*

**77 Rule 25 :—**

That having regard to the peculiar position of neutral Eire with regard to N.U.J. recruitment, and the fact that such a class as war-time entrants does not exist in that State, this A.D.M. gives permission to the N.E.C. to alter Rule 25, and to exempt applicants in Eire from the application of said rule.

*Dublin Branch.*

**78 Appendix 1. (Constitution of District Councils.)**

Clause 6. After "representatives" in line 4 add "except Central London Branch, which shall have four."

*N.E.C.*

**79 Clause 8.** After "previous year" add "For the Central London District Council the amount of the levy shall be determined by the Council itself each year."

*N.E.C.*



# REPORT TO THE ANNUAL DELEGATE MEETING, 1945

## 1.—THE YEAR

In its last Annual Report your Committee expressed the hope that it might be "the last submitted while the towns and cities of Europe are rocking and crumbling under the shock of war." The hope was not realised but when this Report is presented in the sixth year of war the end would seem to be in sight. The past year has been notable for many things, not least for two new examples of the devilish ends to which man's scientific and inventive resourcefulness may be directed.

In the name of members at home your Council renews its heartfelt good wishes to our colleagues, and indeed to all, in the Forces, on the sea, on land, and in the air. They have achieved wonderful things in the past twelve months, and the quality of their efforts and the extent of their successes enable us to look to the coming months with confidence.

Your Council adds good wishes and cordial congratulations to the people of the liberated countries whose emancipation from the German military power has been accomplished during the year. It looks forward to the early establishment of their social and political rights, their economic stability, and particularly to the restoration and full functioning of their free trade unions. It extends its admiration and good wishes to the armies, navies, air forces, and peoples of all the United Nations who in this gigantic struggle are associated with us in resisting the agents of tyranny.

In September your Council issued the following statement:—

The National Executive Council of the National Union of Journalists shares the universal admiration of the feat of arms of the First Airborne Division at Arnhem.

It also notes with pride that one of its own members, Alan Wood, of the *Daily Express*, in the course of his normal duties, shared the hazards of these gallant men.

The National Union of Journalists pays tribute to those of its members who, in the performance of their duties, have, on all the fighting fronts, kept the people at home and throughout the world in intimate touch with the deeds of our fighting men.

Reference was made last year to the difficulties under which the Council tries to carry out its work. It will be apparent to members that the situation has been no easier during the past twelve months. Staff shortages, travelling difficulties, and the restrictions of war time have continued as impediments to normal activity. Nevertheless, the Council has had a busy year and to some extent has triumphed over difficulties.

## 2.—THE INSTITUTE

The situation created by the recognition of the Institute is well in hand and our members and Chapels are to be congratulated on the firmness with which they have defended the status of their Union. During the year there have been other incidents in offices where non-unionists have sought admission. The prompt and resolute reaction of our members has shown clearly that when the Union spokesmen warned the employers of the consequences that would follow their policy they were not talking idly or indulging in the language of bluff.

Your Council is gratified by the evidence of the determination of the members to maintain and to increase the prestige of their organisation. Experience suggests the necessity of Chapels carefully checking up on newcomers to the offices if only to prevent the successful action of one Chapel being rendered less effective by the inattention of another. Your Council is convinced that if the Chapels and branches maintain their vigilance and carry out with firmness the decisions of the Special Delegate Meeting of October 30, 1943, time will resolve this difficulty.

There was one case during the year of a new member who had resigned from the Institute to join the Union and subsequently lost his employment before he had qualified under Union rules for unemployment benefit. In the special circumstances your Council made him a grant. The member acknowledged this in these words: "The N.E.C. decision is most gratifying and shows me that the N.U.J., by a practical token such as this (when by strict rule I was not legally entitled to any benefit), recognises that bread and butter counts every time with working-men's organisations."

### 3.—T.U.C. AND THE NEWSPAPERS

The proprietors' peculiar interpretation of the resolution of the Trades Union Congress of 1943 was voiced again in many editorials and articles published throughout the country at the time of the meeting of the 1944 Congress at Blackpool. The proprietors' organisations decided that newspaper representatives should not be sent to the T.U.C., and, curiously enough, sought to justify this denial to their readers of the usual coverage of one of the most important deliberative assemblies in Britain by an appeal to the freedom of the Press. The decision that correspondents given the facilities of the Press table at Congress should hold a trade union card was represented as a violation of this fundamental principle.

Congress sought to deny the right of editors to send pressmen of their own choice, it was said, notwithstanding the fact that Congress invitations are sent to the paper, not to an individual, and notwithstanding the equally pertinent fact that all the important papers have their experienced industrial correspondents who attend the T.U.C. year after year and that these correspondents are members of the Union. The public (which, being itself to a considerable extent trade union-minded, seemed to be quite undisturbed by this torrent of editorial misstatement) was further misled by comments on the two organisations of journalists. It was blandly stated that both organisations had agreements with the employers, but it was not pointed out that one organisation for nearly a quarter of a century had been recognised as the sole body for the negotiation of salaries and conditions, and that when the other organisation was recognised, for no very clearly stated reason, the agreements already negotiated and in operation were handed to it.

Early in the Congress proceedings Sir Walter Citrine, in an admirable statement of the position which was unanimously approved, met this intimidatory attitude of the employers very firmly by asserting that Congress would not recede one inch from its decision. It remains to be recorded that not all papers followed this extraordinary policy, and that those who did used agency copy! The *Daily Herald*, *Daily Mirror*, *Yorkshire Post*, *Yorkshire Evening Post*, *Lancashire Daily Post*, *Blackpool Gazette*, *Daily Worker*, and *Reynolds News* sent representatives to the Congress, and the Press Association, the Exchange Telegraph Co., the Tass Agency, and the *Economist* were represented. Congress was also covered by the B.B.C. and the American Broadcasting Station in Europe.

### 4.—SIR WALTER CITRINE ON A BONA FIDE TRADE UNION

Your Council considers that one important passage from Sir Walter's statement should be included in its Report to members, as it is an authoritative pronouncement on behalf of the Trade Union Movement on a point which has led to no little misunderstanding. Sir Walter said: "The General Council (of Congress) carefully considered the communication from the Institute of Journalists and also the constitution of that body under its Royal Charter. They came to completely unanimous conclusions, the outstanding one of which was that under no circumstances could they regard the Institute of Journalists as now constituted as being a *bona fide* trade union. The mere fact of a union being registered within the terms of the Trade Union Acts is no evidence whatever of its *bona fides*. Every trade



unionist knows that there are employers' organisations professing to operate in the sole interests of the employers, acting as their agents in negotiations with trade unions, who in fact are registered under the Trade Union Acts as trade unions themselves. Consequently the fact of registration is not regarded—and has never been regarded—by the Trades Union Congress as a test of *bona fides*."

#### 5.—LONDON NEWSPAPERS PROVINCIAL ASSOCIATION

Your Council is pleased to report that after the difficulties previously recorded a satisfactory agreement was made in July with the London Newspapers' Provincial Association which covers the publishing offices in Manchester and Leeds of those papers which are in membership with the Association. The senior minimum rate laid down in this agreement is £8 15s. 6d. This minimum figure incorporates the war bonuses. A junior scale is provided as follows: Age 16, £1 15s.; age 17, £2 8s. 3d.; age 18, £3 1s. 6d.; age 19, £3 18s. 6d.; age 20, £4 16s. 6d.; age 21, £5 14s.; age 22, £6 11s. 6d.; age 23, £7 9s., and it is agreed that juniors may be appointed on a ratio not exceeding one junior to four seniors.

The agreement states that a full working fortnight for sub-editors and creative artists shall consist of not more than eleven days or nights totalling eighty hours including meal times, and for reporters and photographers shall normally consist of not more than eleven days or nights, totalling eighty hours including meal times; but a reporter or photographer may be required to work additional hours, which, however, unless necessitated by out-of-town engagements, shall not bring the total hours to more than eighty-eight per fortnight. After six months' service three weeks holiday is provided for seniors and two weeks for juniors.

For engagements of seniors on Sunday papers the minimum salary for a day or night of eight hours including meal times is three guineas with extra payment at the rate of 8s. an hour for time worked beyond eight hours. Such regular engagements are subject to a month's notice on either side. If members have worked for twenty-five Saturdays on a Sunday paper they receive two Saturdays holiday—and if they have worked not fewer than twelve Saturdays they receive one Saturday's holiday.

#### 6.—SCOTTISH NEWSPAPER PROPRIETORS' ASSOCIATION

It was reported to members last year that the Scottish Newspaper Proprietors' Association had agreed to recommend to its members conditions of employment based on the Newspaper Society Agreement with the Union (excluding papers with a circulation of less than 5,000) but that the decision was made almost simultaneously with the concession of the last increase of 7s. 6d. by the Newspaper Society. The S.N.P.A.'s agreement was therefore based on the figures agreed with the Newspaper Society before the 7s. 6d. was added. Your Council is happy to report that the Scottish Newspaper Proprietors' Association agreed in response to representations from the Union to bring its figures into line with the latest figures of the Newspaper Society, and as now agreed they are: for weekly papers, age 20, £2 15s. 6d.; age 21, £3 6s. 6d.; age 22, £4 3s. 6d.; age 23, £4 14s. 6d.; age 24 and over, £5 11s.; for weekly papers in places where daily papers are published, age 20, £2 19s.; age 21, £3 10s. 6d.; age 22, £4 8s.; age 23, £5; age 24 and over, £5 17s. 6d.

#### 7.—THE DISTRICT RATE

The Newspaper Society was requested to meet representatives of the Union to consider three questions: (1) The abolition of the 5s. difference between the Head Office and District representatives' rates; (2) The extension of the junior scale below age 20; and (3) The definition of the London Suburban area. The meeting was held on July 13. The spokesmen of the

Newspaper Society were unable to consider the first point because it would be a contravention of the stabilisation clause of the 1943 wage increase agreement. That point must be considered as held in reserve until the appropriate time.

## **8.—THE JUNIOR SCALE**

The Society representatives were prepared, however, to consider the Union representations about the junior scale. The Union proposal was that the scale should begin at age 16, but the Newspaper Society pointed out that the new Education Act contemplated raising the school-leaving age to 16, and they thought there should be a short period before the juniors came on to an agreed rate. A reasonable compromise was reached and the junior scale now begins at age 18 with 30 per cent. of the senior rate. At age 19, 40 per cent. of the senior rate is provided.

## **9.—SUBURBAN LONDON**

On the question of the definition of the London suburban area the Newspaper Society responded handsomely, and your representatives came out of the Conference with more than they had gone in to ask. Previously a recommended figure was generally paid to seniors in the London suburban area. This figure had never been part of the agreement, and juniors were not affected by it at all. The Union spokesmen had asked for a definition of the area covered by this recommendation. But the Newspaper Society agreed to write into the agreement that the senior rate on a weekly paper within twelve miles of Charing Cross be £6 4s., and to apply the appropriate percentages of that minimum to the juniors. That removed a considerable difficulty we had always encountered in Suburban London when we were unable to point to an agreement.

## **10.—BELFAST NEWSPAPER SOCIETY**

Your Council regrets that it is unable yet to report any satisfactory conclusion with the Belfast Newspaper Society. Following a deputation from the National P.K.T.F., of which your General Secretary was a member, the B.N.S., while not agreeing to adopt the national agreements negotiated with the Newspaper Society, did agree to give members of the Unions the benefit of any increases negotiated by the P.K.T.F. Other Unions have agreements with the B.N.S. The General Secretary, therefore, wrote to the Society requesting them to adopt either the agreements as made with the Newspaper Society or a draft containing the main points of those agreements.

In view of recent developments the reply of the Belfast Newspaper Society was a little surprising. It stated that the Society had already concluded an agreement the terms of which applied to all journalists in the Belfast newspaper offices whether they were members of one or other of the journalistic bodies or were in no organisation. "For many reasons it is not considered desirable to have agreements with two bodies covering the one class of employees," the reply said. By this time it is hardly necessary to inform our members that the terms of the agreement given to the Institute recently would be recognised as from the Union—Newspaper Society agreement with one or two insignificant alterations. The General Secretary did not fail to inform the B.N.S. of the Union's complete agreement with the view that agreements should be made with one body only covering one class of employee, though the Newspaper Society has recently departed from that principle, but he added that the body should be one recognised by the Trade Union Movement, affiliated to the P.K.T.F. and through the Federation to the Joint Industrial Council, particularly when the majority of journalists concerned are members of the Union which is so affiliated. Your Council naturally cannot be satisfied with the position and is in consultation with the Belfast Branch.

## 11.—P.K.T.F. RECONSTRUCTION REPORT

The P.K.T.F. Post-war Reconstruction Report having been submitted to the several Unions for their consideration, a joint meeting of Union Executives was held in London on November 28 and 29. Sections 1, 2, 4, 5, 6, and 7 of the Report, dealing with Employment after the War, Rehabilitation of the Disabled, Functions of the Federation, Wages and Working Conditions, Relations between Unions, and Health and Welfare were adopted with a number of amendments as will be seen when the decisions of the Conference are issued. Section 3 aroused much interest and controversy. Your Council sought the opinion of Chapels and branches on the provisions of this section, but unfortunately the majority of branches did not respond although the proposals were of great consequence to members. At the date by which branches were asked to send in their conclusions, thirty had replied. Fifteen were in favour of the scheme outlined in Section 3 with amendments suggested by the Executive, and fifteen were against. A few more came in later but the balance of opinion remained about even.

Your Council, confronted with this almost equal division of opinion and the fact that the great majority of branches had expressed no opinion at all, felt that it had no mandate to support, and no instruction to oppose, the scheme. It therefore sent forward for the agenda of the Conference of Executives this motion :—

“The National Union of Journalists, recognising the importance of the proposals contained in Section 3, requests the combined Executives of the Unions to postpone a final decision on this Section for twelve months. The Union looks forward to welcoming back from the armed Services many hundreds of its members in the near future, and it feels that not only these men and women but members at home could with advantage be given a longer period of time thoroughly to consider the implications of this plan.”

At the combined meeting one Union had one vote. First various amendments were made (which incidentally, in the name of other Unions, made changes very similar to those your Council had suggested to its members but had not sent forward) and then the N.U.J. proposal for twelve months' postponement was put and defeated by 7 votes to 6. The scheme as amended was put to the meeting and rejected by 7 votes to 6.

## 12.—THE PRESS AND DIVISIONAL EDUCATION EXECUTIVES

When the new Education Bill was presented to Parliament your Council wrote the Minister of Education mentioning that there was no provision in the Bill to establish the right of the Press to attend meetings of Divisional Executive Committees and urging an amendment to the Bill to establish the right.

The Minister replied : “The position of the Press in regard to attendance at meetings of Local Education Authorities (including Joint Boards) and their Education Committees remains as it was under the Local Authorities (Admission of the Press to Meetings) Act, 1908. It is, however, as you say, a fact that the Bill does not give the Press any rights in regard to the meetings of the Divisional Executives for whose establishment it provides. Legally these bodies are neither Education Authorities nor Education Committees and the provisions of the Act of 1908 do not, therefore, apply to them.

“This point has been considered by the Government, who have come to the conclusion that it would be inappropriate to insert in the Bill a provision giving the Press the right to attend the meetings of these bodies. Coming social legislation may lead to the establishment in other fields of activity of other local organisations which do not fall within the precise scope of the Act of 1908, and in the Government's view any revision of that Act would be more suitably dealt with as a general matter and not by a series of isolated amendments in Bills promoted by different Departments.”



Your Council appreciated the point of the reply, but wrote again to the Minister asking him to consider favourably the issue of a direction emphasising the desirability of the Press being invited to attend meetings of the Divisional Executives, and was gratified to find the following paragraph in a circular issued by the Ministry on September 15 (Local Administration of Education. Schemes of Divisional Administration):—

“The Local Authorities (Admission of the Press to Meetings) Act, 1908, does not apply to Divisional Executives, but the proceedings of the Executive will be of close concern to the public. For that reason, and in order to stimulate a proper interest in educational affairs generally, it is suggested that provision should be made in the schemes whereby the Press are admitted to meetings of Divisional Executives and of the committees referred to in paragraph 21 of this memorandum except when, in view of the special nature of the business to be dealt with, they are excluded by specific resolution.”

### 13.—THE NATIONAL FARMERS' UNION

Reports were received from two branches from which it appeared that proposals were being entertained by the Headquarters of the National Farmers' Union to modify the Press arrangements for their branch meetings. In the April issue of the *Farmers' Union Record* the following paragraph appeared in an article on County Branch Organisation:—

“When County branch staffs have been constituted on the basis recommended above, all reports of County Executive meetings should be prepared in the County Office and communicated to the Press by the County Secretary.”

Here was another proposal to substitute the hand-out for a free and independent report by newspaper representatives, and this suggestion was made at a time when, according to a report in *The Times*, the N.F.U. was contemplating spending £36,000 a year on publicity. It seemed to your Council not a very successful way of extending their publicity.

A letter was therefore sent to the Secretary of the N.F.U., suggesting that they might give some reconsideration to the question. It was pointed out that newspapers were not likely favourably to accept any idea of the censoring of news for their columns. Neither would they consider satisfactory a proposal that matter should be handed out from the office rather than gathered from the reports and comments of their own representatives.

“In the agricultural areas where the freest and most cordial relations between the farmers and Press representatives are to our mutual interest, we think the results of the policy of censorship suggested by these official recommendations will be most unhelpful.”

The reply was not altogether satisfactory. The practice of their branches had varied widely, the Secretary wrote, and the Committee felt that it was most desirable that uniformity should be introduced.

“Our Council meetings at headquarters are not open to the Press, but they are followed by a Press Conference to which we supply an account of the principal matters with which the Council has dealt and at which the newspaper representatives who attend are free to ask all the questions they wish in regard to the matters in question and any others of current interest. No question of our attempting to ‘censor’ their reports has ever arisen. In effect we are recommending to our County branches that they should follow the headquarters practice.”

The letter concluded with expressions of appreciation of help received from the Press. A second communication was sent from the Union pointing out that a Press Conference was a poor substitute for a relationship which had been so successful in the past and offering to send two or three repre-

sentatives to have a friendly talk over the matter. The Secretary of the N.F.U. replied reiterating points in his previous letter and adding : " If any difficulties arise in the counties following the adoption of the new procedure and are brought to your notice we should gladly meet two or three of your members, as you suggest."

Your Council decided to communicate with its District Councils where local experience of relations with the N.F.U. might be compared and appropriate action taken through the local branches of the N.F.U. where it seemed necessary. Later reports showed that in most places where the local N.F.U. had been in the habit of inviting the Press to its meetings it was continuing to do so.

#### 14.—THE "DAILY WORKER"

A letter was sent to the Secretary of State for War following the decision of the A.D.M. concerning the denial of facilities for a war correspondent to the *Daily Worker*. The letter expressed the disquiet of the Council at this discrimination, and continued :—

" I need hardly point out that my Council, representing the vast majority of newspapermen in the Country, has no political point of view. It is the governing body of a Union representing every conceivable political and social school of thought. It is, of course, greatly concerned about the freedom of expression and feels that facilities ought to be accorded without reference to the political outlook of any particular paper. In this case it seems that the paper in question has been denied facilities for a fault which it has not committed, and as all dispatches from the Front are subject to censorship, it is a little difficult to see how it could offend. If it did then action could be appropriately taken."

The letter asked the Minister to receive a small deputation.

The reply on behalf of the Secretary of State was : " In answer to a question in the House of Commons on Thursday, March 2, 1944, the Prime Minister stated : ' The decision to which my hon. Friend refers in this question was not a decision of the Secretary of State for War but a decision of His Majesty's Government. The ruling covers all three Services and there is no intention of changing it.' In view of this, the Secretary of State does not feel that any useful purpose would be served by receiving the deputation that you propose. The matter was discussed and the reasons for the decision fully given in the debate on the adjournment of the House on Thursday, August 3." The Council decided to release a summary of the correspondence to the trade Press.

A resolution on this question was submitted by the Union to the T.U.C. and carried unanimously.

#### 15.—FOSTER FORCES FUND

At the A.D.M. the President, Mr. Kenyon, announced a proposal to mark Mr. Foster's long service to the Union as its honorary treasurer by the opening of a testimonial fund. Subsequently the N.E.C. considered how they should set about making the fund worthy of the man with whose name it was to be associated. Knowing the mind of Mr. Foster regarding the proposal, one of our number had a happy thought and suggested that the fund should be linked up with our colleagues in the Forces, the bulk of the money to be used for their benefit. A target of £2,000 was set and the Vice-President, Mr. A. J. Gibson, was requested to act as organiser. Progress by the end of 1944 had not been spectacular, but there had been a steady flow of contributions. The fund is to be kept open for the duration and we hope our target will have been exceeded very substantially. We want at least 10s. from every member, more if possible.

## **16.—NEWSPAPER LIBRARY STAFFS**

The position of employees in newspaper libraries has engaged the attention of the Council. Library workers generally are in membership with the National Society of Operative Printers and Assistants, but some journalists are employed in libraries. Representatives of Natsopa were consulted so that a satisfactory line of demarcation might be drawn. Both unions adopted the following :—

“It is agreed between the National Union of Journalists and the National Society of Operative Printers and Assistants that chief librarians and workers in the library who are recognised by the proprietors as journalists and are paid the rates laid down in the N.U.J. agreements shall be eligible for membership of the N.U.J. All other workers in the library shall be eligible for membership of the National Society of Operative Printers and Assistants.”

## **17.—TRADE PAPERS AND PERIODICALS**

Through the Printing and Kindred Trades Federation the Council made another effort satisfactorily to settle the problem of adequate negotiating machinery to cover trade paper and periodical members. The Federation officers, together with representatives of the Union and of the National Society of Operative Printers and Assistants, representing the clerks, were received by representatives of the Trade Paper Periodical and Weekly Newspaper Proprietors' Association. The Council regrets that it cannot report satisfactory progress. The T.P.P.W.N.P.A. maintained its attitude that it was not formed, and its constitution does not permit it, to deal with labour matters. Further efforts will be made and your Council cannot be satisfied until some solution of this difficulty is found. In the meantime T. & P. members are reminded that when sufficient organisation is secured in any particular house, it is possible to seek a house agreement as the Union already has in some, but not enough, trade and periodical houses.

## **18.—ENTRANCE INTO WORKING JOURNALISM**

As requested by the A.D.M. the Council has given attention to the regulation on entrance into working journalism. It reports that the terms of the resolution so far as they concern juniors have been met by the provision of rates for juniors below the age of 20 in the new agreements with the Newspaper Society and the London Newspapers Provincial Association and that they will be further met by the 1944 Education Act and by the development of our own educational scheme.

The position of seniors can be safeguarded by applying the provision of existing agreements whereby a minimum rate is payable after a qualifying period.

The future security of both junior and senior entrants must depend very largely on their interest in trade unionism and on our stimulation of that interest by active organisation and propaganda within the offices; and particularly in the application of existing junior agreements providing for a ratio of juniors to seniors.

On this question, and in relation to a suggestion of the 1938 A.D.M. that consideration should be given to the desirability of co-operating with educational establishments and newspaper owners to find young people most likely to make good journalists, a circular was issued to branches. This emphasised a need for caution in co-operating with educational establishments, a need for chapel firmness about the agreed proportion of juniors to seniors, and a need for closer attention to existing agreements covering learners.



## **19.—CUSTOMARY NOTICE**

A few complaints were received during the year of members leaving their papers without adequate notice. In one case a member accepted a post, agreed to start on a particular date, and then took another engagement. The Council felt it necessary in a circular to branches to remind members of their obligation to act according to those established customs of the profession which they expect the employers to observe.

It will be difficult for the Union to plead those customs successfully on behalf of the members if their own actions tend to break them down.

## **20.—HONORARY MEMBERSHIP CERTIFICATES.**

Your Council is happy to record that the first certificate of honorary membership was presented by the President to Walter Betts at its meeting on November 24, 1944. Among the earliest members of the Union, Mr. Betts played a big part in its organisation in those difficult days. For many years he was a Trustee of the Union and a member of the National Executive Council, besides being an officer of the largest branch of the Union. He was particularly interested in the chapel movement, and it is largely owing to his persistent advocacy that the office chapel is now the recognised unit of the Union. Mr. Betts was President of the Union in 1931. Honorary certificates have also been presented to William Ellery Jephcott, of Birmingham Branch, and Frederick William Cookson, of Barrow Branch, for distinguished services.

## **21.—NATIONAL FEDERATION OF PROFESSIONAL WORKERS**

For the first time the combined membership of the Societies affiliated to the National Federation of Professional Workers has gone over the quarter of a million mark—another satisfactory indication of the continuing development of trade union organisation.

The Federation has done valuable work during the year. It has had under review such questions as the White Papers on Employment Policy, the National Health Service, Social Insurance, the Royal Commission on Equal Pay, the Report of the Hankey Committee on Higher Appointments, and Workmen's Compensation. Members of the Union have derived benefit from the Federation's Consultant, Dental, Optical, and Health Service.

## **22.—ORGANISATION DEPARTMENT**

In fulfilment of the resolution of the last A.D.M. the Council considered the question of appointments arising out of the resignation of the National Organiser. It examined carefully the present needs of the Union and decided to appoint an Organising Secretary. In doing so it had in mind the probable appointment of a second Organiser, but there are reasons which will be explained at the A.D.M. why a second appointment was not made immediately. Further consideration is also being given to Head Office staffing. The Organising Secretary will be responsible for the organising side of the Union's activities and will also act as assistant secretary. The post was advertised, a short list was prepared from the applications, and candidates were interviewed by the N.E.C. Mr. P. Fullerton Bustard was appointed. The Council agrees that when—soon, as we hope—travelling difficulties are to a large extent removed and normal activities are resumed it is desirable that an official should be more constantly out in the country than has been practicable hitherto.

## **23.—SUMS RECOVERED**

During the year £35 12s. 7d. was recovered for two members. One claim was for salary during sickness; the other for bonus.

## **24 ORGANISATION**

1. Recruiting efforts during 1944 have been rewarded by a total of 8,209 members at the close of the year. This is a record. The steadiness of the increase in membership may be seen by comparing the 1944 total with 7,810 for 1943, 7,432 for 1942, and with 7,335 for 1939.

2. During the year we added 265 ordinary and 323 war-time members, giving a total intake of 588. Against this must be placed 189 members lost to the Union by lapsing, resignation, and death.

3. Of eighty-six lapsed members, lapsing was, in the main, caused by arrears. Of the twenty-eight resignations, the majority reflected promotion or departure from journalism. Death accounted for seventy-five of our colleagues.

4. At the end of the year we had 737 war-time members, of whom approximately 42 per cent. (308) were dilutees over 21 and 58 per cent. (429) were war-time probationers. Comparative figures of war-time members for the last three years are :—

		War-time Dilutees	War-time Probationers	Total
1942	.. ..	111	105	216
1943	.. ..	177	167	344
1944	.. ..	308	429	737

From these figures it will be seen that there has been a considerable increase in the intake of war-time members during 1944, and that they represent approximately 9 per cent. of the whole membership.

5. There were 135 junior temporary cards issued in 1944, compared with 159 in the preceding year.

The junior temporary member, is, incidentally, one channel of recruitment to which chapels and branches might profitably give closer attention. The opportunity to issue a temporary card to a junior joining a staff is sometimes overlooked, while, at other times, a temporary card is issued but the certificate of issue is not sent to head office for record.

Every war-time probationer should hold a temporary card during his first year in journalism, and the certificate of issue should in each case be sent to head office. If the cardholder's address is given on the certificate, he will be placed on the list to receive a copy of "The Journalist."

6. There were 121 branches at the beginning of 1944 and this number is unchanged. The usual travelling difficulties caused the usual interruption of personal contact between head office officials and branches, but, although there may have been unavoidable postponements, there is no case of an invitation from a branch being refused.

7. During the year thirty-nine members received unemployment benefit over a period ranging from thirty-nine weeks downwards. The average period was 10.87 weeks.

## 25.—ILLNESS OF MR. HUNTER

The Council regrets, and members will be sorry to learn, that it is at present deprived of the valuable services of Mr. E. E. Hunter by serious illness. Happily it has received an assurance that he is making a steady recovery and it is hopeful that the time will not be long before he will be able to resume his normal activities.

## 26.—HEAD OFFICE STAFF

Your Council expresses its thanks for good work during the year to the members of the Head Office staff. It has not been a pleasant year for people working in London, but Union work has not suffered by the visitations of either V1 or V2, though a window in the office was smashed! In this appreciation the Council include the temporary members as well as the permanent members of the staff.

## 27.—LEGAL

Your Council thanks Honorary Standing Counsel, Mr. G. F. L. Bridgman for much valuable advice on legal matters during the year and for his ready helpfulness.

R. J. FINNEMORE, *President.*

C. J. BUNDOCK, *General Secretary.*

## FINANCIAL SUMMARY

Our surplus for 1944 was £6,806—the largest balance accumulated in any year. We had credit margins of £5,319 in 1943 ; £5,839 in 1942 ; and £5,700 in 1941 ; but in 1939 and 1940 there were deficits of £3,938 and £1,602. For the six war years the annual surplus is £3,021.

Contribution income during 1944 totalled £20,242, which included the new W. and O. Fund levy, but after the levy is deducted there still remains a substantial increase over the 1943 receipts. During the year we invested £7,690.

Unemployment benefit amounted to £836, compared with £627 in the previous year. Benevolent grants accounted for £665, against £615.

There was a decrease on general expenditure of about £750.

As a result of the more generous grants scale introduced, payments from the Widow and Orphan Fund showed an increase from £3,087 in 1943 to £3,977. This was offset, however, by the levy, and the Fund had another good year financially, the surplus being £4,428. The amount invested was £5,135, making the present invested capital of the Fund, £52,192.

Claims paid from the Death Benefit Fund (amounting to £985) were fewer than anticipated.

## EDUCATION REPORT

### Refresher for Journalists

The Education Committee has done more than it set out to do this year. It set out to make arrangements for a Refresher for Journalists, and ended by making the Course itself.

Had we wanted a course on Local Government, Central Government, the Economic Framework of Society, English Literature—on any one of a number of subjects the all-round journalist needs to study—we could have borrowed the up-to-date knowledge and the teaching skill of the appropriate academic organisation. Indeed, we do. The Ruskin College Correspondence Courses available through our W.E.T.U.C. scheme bring such knowledge and such skill to those of our members who are wise enough to take them.

But there was no appropriate academic organisation for journalism. We had to devise a course and embody a corps of tutors. We have done that. The refresher has been written. It is being produced and will consist of four photo-lithographed booklets made to fit the front pocket of battle-dress trousers. No. 1 contains the reporting lessons ; No. 2, the sub-editing lessons ; No. 3, the subbing exercises ; No. 4, the law lesson notes. There is also a printed reference booklet which describes the Courts, Criminal and Civil, of England and Wales, Scotland and Ireland, and outlines their differing structures of Local Government. Finally, there is "The Pressman and the Law," by G. F. L. Bridgman, the Union's Honorary Standing Counsel.

The course will cost about three guineas. This is more than our first estimate. We had in mind the Ruskin six-months' correspondence counsel which costs £1 11s. 6d. The difference is accounted for by the nature of the refresher. Courses on subjects mainly informative and well-documented can rely upon published books for the student's reading matter. A practical course in journalism cannot do that. The lessons cannot be reduced to notes on reading ; consequently they bulk larger. The students must be given practice ; consequently we had to set sixteen practical exercises in journalism and two papers in law against six monthly essays. Exercises on subbing are necessarily bulky. With greater bulk and more numerous exercises, postal costs rise considerably. In our refresher, the exercises absorb more than three-quarters of the cost.

Ruskin College will administer the course for us.

We thought it proper to seek some assistance from the Government in rehabilitating the serving journalist in his skill. We were told by the Directorate of Army Education that a course restricted to members of one



organisation could not be given administrative and financial support. We sought and received N.E.C. permission to extend our refresher to all journalists in the Forces. Our friends in the P.K.T.F. had already told us of their printing courses, organised by the Joint Industrial Council. We accepted the invitation to go in with them. This means that the serving journalist will apply for our refresher "through the usual channels." His paybook will be debited with 10s. (The Union will refund that to every member who completes the course.) His form will go to the Directorate of Army Education, and come through the J.I.C. to us. The Union will not be able to refuse the refresher to anybody on the ground that he is not a Union member; but we shall refuse it if we are not satisfied that the applicant is a journalist. It is not a beginner's course in journalism, but a refresher for journalists.

The refresher will be available to those members who have been directed out of journalism by authority of the National Service Acts, and to those ex-Service members who were discharged before the course could reach them. The full cost of courses to these members will be borne by the Union; but the member must send 10s. 6d. with his application; he will get it back when he completes the course.

The final draft of "Reporting" was written by Mr. K. E. Burnett; Messrs. D. C. Tuckett, Charles Dalton, and Leonard C. J. McNae wrote "Sub-Editing" with Messrs. J. S. Dean, C. Groves, H. T. Hamson, Alec Hunter, Frank Lloyd, and Robert Sommerville contributing specialist sections. "Law" is the work of Mr. G. F. L. Bridgman; the reference booklet owes "The Courts" to Mr. McNae, and "Local Government" to Councillor Sam Smith of Ruskin College and a Scottish Local Government Officer. The Committee records its heavy obligation to these and offers its thanks to the many others all over the country—space will not allow us to name them all—who by suggestions, advice, and constructive criticism have co-operated in making the "Refresher." It offers in advance its thanks to the growing number of members who have promised to act as tutors.

Experience will test the refresher, and we are content to submit it to that test. Meanwhile, we are glad that it gives us an opportunity to remind our colleagues in uniform that their ever-present anxiety—the loss of professional skill which military service entails—has been our anxiety, too. We cannot pay the debt we owe them; but we believe the refresher will ease the problems of their return to journalism.

### **Journalistic Standards**

The N.E.C. referred to us the Tees-side resolution on journalistic standards. We sent it to branches with our comments and the suggestion that they should try to start Discussion Groups now, and should send us suggestions for a national scheme for the training of juniors. The response was meagre enough to show that branches do not yet realise that here they have a serious Union and professional obligation. We recognise that staff shortages and extra-journalistic duties add to the difficulties. (They added to the difficulties of making a refresher course; but we made it.) We also recognise that where there is a will—as in Tees-side, Lincoln, Sheffield, London, S.W.—Discussion Groups can be organised and that juniors welcome them.

### **W.E.T.U.C. Scheme**

Seven members have enrolled for Ruskin Correspondence Courses; three received Summer Schools Scholarships. The Central Committee of the W.E.T.U.C. has been considering its post-war possibilities and will shortly issue a report on the subject.

### **W.E.A.**

The Union was represented at the London demonstration in support of the Education Bill, and at the Annual Conference, when Professor Tawney retired from the Presidency and Harold Clay of the Transport and General Workers' Union, succeeded him. The N.E.C. supported the W.E.A. protest against the postponement of the date for raising the school-leaving age to 15.

## **“ The Journalist ”**

The Committee wishes to express its thanks to the Editor of “ The Journalist ” for the help he has given us, and it notes with pleasure the increasing number of references to education in branch reports and in correspondence.

Finally, the Committee places on record its warm appreciation of the energetic and tireless efforts of the Education Officer, Mr. H. S. Toynbee, during the year. His assistance has been invaluable.

ERNEST JAY,

Chairman.

# AUDITORS' REPORT

The National Executive Council and Members,  
National Union of Journalists.

LADIES AND GENTLEMEN,

We have audited the accounts of the Union for the year ended December 31, 1944, and have pleasure in reporting as follows.

## BENEFIT FUND

There was a surplus of Income over Expenditure of £6,806 5s., as compared with that for the year 1943 of £5,319 14s. 8d. Detail of the variations in Income and Expenditure of the two years is as follows :—

### INCOME

INCREASES :		£	s.	d.	£	s.	d.
Contributions .. .. .	..	1,958	12	1			
Interest on Investments .. .. .	..	122	11	1			
Income Tax recovered .. .. .	..	71	7	6			
Bank Interest .. .. .	..	2	19	1			
Sale of Badges .. .. .	..	0	5	0			
					2,155	14	9

### DECREASES :

Voluntary Contributions .. .. .	..	2	15	6			
Grants from Branches Management Fund .. .. .	..	2	5	9			
Sales of "The Pressman and the Law" .. .. .	..	2	1	9			
					7	3	0

Net Increase in Income ..	£2,148 11 9
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### EXPENDITURE

INCREASES :		£	s.	d.	£	s.	d.
Benefits .. .. .	..	259	3	2			
Bank Commission and Cheque Books .. .. .	..	6	18	8			
Professional Charges .. .. .	..	8	18	6			
Committees' Travelling, etc. .. .. .	..	140	10	11			
"The Journalist" .. .. .	..	142	9	9			
Affiliation Fees .. .. .	..	136	18	4			
A.R.P. Expenses and Blackout Curtains .. .. .	..	15	15	0			
Grants to District Councils' Management Fund .. .. .	..	17	0	0			
Grants for Extra Union Purposes .. .. .	..	55	5	0			
Badges—proportion written-off .. .. .	..	0	11	9			
Widow and Orphan Fund—Allocation .. .. .	..	72	9	0			
Levy .. .. .	..	1,000	0	0			
Death Benefit Fund Allocation .. .. .	..	28	4	0			
Contributions Refunded .. .. .	..	10	19	3			
					1,895	3	4



# DECREASES :

	£	s.	d.	£	s.	d.
Education Fund Expenses .. .. .	7	15	11			
Office Expenses .. .. .	272	15	9			
Staff and Officers' Superannuation .. .. .	13	10	0			
Annual Delegate Meeting .. .. .	81	18	3			
Special Delegate Meeting .. .. .	290	5	8			
Annual Report and Accounts .. .. .	16	2	3			
Propaganda .. .. .	135	13	11			
Depreciation of Office Furniture .. .. .	2	19	0			
War Risks Insurance .. .. .	17	8	6			
Grants to Branches Management Fund .. .. .	162	0	0			
Ballots .. .. .	126	6	4			
District Councils and Allied Chapels' Conference .. .. .	87	8	4			
Removal to London .. .. .	18	18	0			
				1,233	1	11

## Net Increase in Expenditure

£662 1 5

# COMPARISON :

## Surplus of Income over Expenditure :

1944.. .. .	6,806	5	0
1943.. .. .	5,319	14	8

Comparative Increase .. .. . £1,486 10 4

Net Increase of Income, 1944 .. .. . 2,148 11 9

Net Increase of Expenditure, 1944 .. .. . 662 1 5

£1,486 10 4

# COMPARATIVE FIGURES OF EXPENDITURE FOR 1943 AND 1944

	1943			1944		
	£	s.	d.	£	s.	d.
BENEFITS: Unemployment .. .. .	627	9	2	835	19	0
Benevolent .. .. .	615	3	2	665	16	6
Education Scheme Expenses .. .. .	34	7	3	26	11	4
Contributions Refunded .. .. .	—	—	—	10	19	3
Office Expenses .. .. .	5,261	0	1	4,988	4	4
Bank Commission and Cheque Books .. .. .	16	3	6	23	2	2
Superannuation .. .. .	134	16	0	121	6	0
Legal Charges .. .. .	11	0	0	19	18	6
Audit Charges .. .. .	63	0	0	63	0	0
Honoraria .. .. .	71	0	0	71	0	0
Committee .. .. .	852	6	2	992	17	1
Annual Delegate Meeting and Reports .. .. .	854	4	2	756	3	8
Special Delegate Meeting .. .. .	290	5	8	—	—	—
"The Journalist" .. .. .	807	7	5	949	17	2
Propaganda .. .. .	687	19	1	552	5	2
Affiliation Fees .. .. .	448	15	8	585	14	0
Depreciation .. .. .	29	10	6	26	11	6
Grants and Donations .. .. .	330	10	0	330	10	0
Grants for Extra Union Purposes .. .. .	7	7	0	62	12	0
Grants for Branches Management Fund .. .. .	207	0	0	45	0	0
Grants to District Councils' Management Fund .. .. .	20	0	0	37	0	0
Pensioners .. .. .	354	0	0	354	0	0

	1943			1944		
	£	s.	d.	£	s.	d.
Ballots .. .. .	161	1	9	34	15	5
Badges—proportion written-off .. .. .	1	8	3	2	0	0
A.R.P. (and Blackout Curtains) .. .. .	39	0	0	54	15	0
War Risks Insurance .. .. .	339	12	6	322	4	0
District Councils and Allied Chapels' Conference	87	8	4	—	—	—
Removal to London .. .. .	18	18	0	—	—	—
Widow and Orphan Fund—Allocation .. .. .	1,522	3	0	1,594	12	0
Levy .. .. .	—	—	—	1,000	0	0
Death Benefit Fund Allocation .. .. .	1,170	12	0	1,198	16	0
	£15,063	8	8	£15,725	10	1

### BRANCHES' MANAGEMENT FUND

There was a surplus of £210 10s. 1d., as compared with a deficiency of Income as against Expenditure for 1943 of £174 1s. 5d.

### DISTRICT COUNCILS' MANAGEMENT FUND

There was a deficiency of Income as against Expenditure of £18 9s. 9d. as compared with a deficiency of £41 3s. 11d. for the year 1943.

### DEATH BENEFIT FUND

There was a surplus of £515 16s., as compared with that of £509 16s. 2d. for 1943.

### WIDOW AND ORPHAN FUND

There was a surplus of £4,428 4s. 11d., as compared with that of £7,313 7s. 5d. for 1943.

### GENERALLY

We have verified the Inscribed Stocks and inspected the Securities in the custody of your bankers. We have also obtained Bankers' Certificates of the Balances standing at credit on your Current and Deposit Accounts as at the close of the year.

We would express our thanks to your officials and staff for their courtesy and assistance during the course of our work.

Yours faithfully,

WATSON COLLIN & CO.,

Chartered Accountants.

Transport House, Smith Square, S.W.1.  
January 19, 1945.

# THE NATIONAL UNION OF JOURNALISTS SUPERANNUATION FUND, LIMITED

Registered Office : 7 John Street, Bedford Row, London, W.C.1

## Report for 1944

Although there was no recruiting of new members during 1944, for the third year in succession, the membership losses were slight. At January 1, there were 331 members, holding 1,294 units, and at December 31 there were 320 members holding 1,254 units. Several members took advantage of the suspended premium scheme, devised to safeguard the policies of those who, through circumstances arising out of the war, were unable to maintain their payments.

As from January 1 the revised tables of benefits adopted by a special general meeting on November 20, 1943, came into operation to eliminate the prospective deficiency in the Fund caused by the exceptional increase in the income tax rate. These new tables reduced the annuities and cash options by 20 per cent. As the result of further negotiations with the Inland Revenue, however, a decision was given that the Fund could deduct tax from pensions at the time of payment, and that the tax so deducted could be offset by the Fund against tax due upon its investment income. At the same time the pensioner not liable to tax will be able to claim a refund of the tax deducted at source through his local tax inspector.

These concessions enabled your Committee later in the year to put forward to the Actuaries a proposal which, whilst not improving cash options, effected a complete restoration of the pension cuts imposed in January. Further, it improved by some 25 per cent. the pensions quoted in the 1944 tables for new members, for whom it was made a new condition of membership at the last annual general meeting that at least one half of the benefit at retiring age must be taken in the form of superannuation. The Actuaries approved the proposal, new benefit tables were drawn up incorporating the increased pensions, and these were adopted by a special general meeting in December.

Your Committee is delighted to report this progress. It is, in fact, a big step forward, as it goes a long way towards regaining for existing members their very favourable pre-war benefits; it also enables the Fund to be re-opened to new members, to whom attractive terms can now be offered. It is true that cash options have not been improved, but as the new tables take into account the possibility that tax may even be reduced at some future date to its pre-war level, it is hoped that surpluses will be accumulated in the Fund from which this can be done at future valuations.

Your Committee wishes to place on record its high appreciation of Mr. F. W. H. Reed's untiring efforts on behalf of the Fund during the ten years he served as a member of the Committee of Management. He is not standing for re-election.

## NOTICE OF MEETING

The Annual General Meeting of the Fund will be held at the Waldorf Hotel, London, on Thursday, March 29, 1945, at 6 p.m., for the purpose of receiving the Report and Accounts, for the election of an Auditor, and three ordinary members of Committee. Messrs. A. P. Copplestone, D. M. Elliot, and F. W. H. Reed retire from the Committee by rotation, but are eligible for re-election. Nominations received for the vacancies are: A. P. Copplestone, D. M. Elliot, and P. F. Bustard. Any further nominations must be made in writing, signed by two members of the Fund, and sent to the Secretary at the above address, not later than fourteen days before the meeting.



Rule X (b) and (d) reads :—

“Every member of the Society shall have the right to nominate some other person or representative to vote for him at any general or special meeting of the Society, who shall, for the purpose of representation only, be deemed to be a member of the Society and when present at a general or special meeting have the same number of votes as the member he represents.”

“Every nomination of a person to vote at any general meeting shall be delivered in writing to the Secretary at the registered office of the Society a clear fourteen days prior to the meeting of the Society at which the representative has been nominated to vote.”

A form for voting by proxy will be supplied on application to the Registered Office.

On behalf of the Committee of Management.

E. J. T. DIDYMUS, President.

C. J. BUNDOCK, Secretary.

### A.D.M. BUSINESS

The Council has given careful attention to the resolution submitted by the Glasgow branch, and carried by the A.D.M., which expressed concern at the growing pressure of A.D.M. business and consequent lack of consideration given to very important Union issues, and instructed the Council to make recommendations likely to increase the A.D.M.'s efficiency.

For many years, the A.D.M. agenda has been overcrowded. Obviously, in a conference of two days and a half, an agenda of from 60 to 160 motions does not permit adequate discussion and careful decisions. A proposal was made some years ago that motions for the A.D.M. should pass through the District Councils, as it was felt that if a motion could not secure the support of the area in which the proposing branch was situated, it should not occupy the time of the Annual Conference, but that did not commend itself to A.D.M.

Nevertheless, it will be agreed generally that some pruning of the agenda is necessary in the interests of the efficient conduct of business. It seems hardly reasonable that any one branch should put a dozen or more motions on the agenda of a conference limited in time.

The Council therefore proposes that, as in the case of some other organisations, and notably the Trades Union Congress, it shall be a rule of A.D.M. that a branch shall be entitled to put down not more than three motions.

Even so, if every branch used that privilege, we should have an agenda of 360 items and should have to consider the position again and adopt some proposal more drastic. The absurdity of unlimited privilege in this matter is shown when it is realised that, if every branch exercised the right to put down ten motions, we should have an agenda of 1,200 motions. Our salvation is in the fact that some branches are much more modest. It is a reasonable suggestion, however, that a branch should restrict itself to three motions.

Another matter that needs consideration is the frequent and considerable alteration of the rule book. It is important that members should know the rules of their organisation and particularly that branch officials should have a good working knowledge of them. The rule book of the Union should lay down the fundamental rights and obligations of the members and should not be constantly changing. It is almost impossible for branch officials to know where they are when so many alterations are made. It is particularly undesirable that rules should be made or altered to meet individual cases.

In order to give some stability to the rules and to give members, and especially branch-officers, a chance to be reasonably well acquainted with

them, it is proposed that the rules shall be subject to alteration only once in three years, provided that consequential alterations of rules may be made at any intervening delegate meeting, after due notice to the branches, on any matter of policy declared by the delegate meeting to be a matter of urgency.

Amendments to rules are on the agenda to give effect to these proposals.

It is further proposed for the convenience of delegates that the A.D.M. shall have fixed hours of meeting as most other conferences have. The hours suggested are : On Thursday, 9.30-12.30 and 2-6 o'clock ; on Friday, 9.30-12.30 and 2-6 o'clock ; and on Saturday, 9.30-12.30. Not only will the A.D.M. then know how it has to arrange its business, but delegates will know precisely when they are required for business and when they will be free. That should help to assure an adequate attendance for all debates, and is only fair to delegates.

Owing to the varying constitution of the A.D.M. it does not appear advisable to appoint a Standing Orders Committee for the following year's conference, as there is no certainty that members so appointed will be delegates to the next A.D.M.

It has always been found possible for the Committee to consider the agenda during the discussion of the annual reports, and to present general recommendations before the time arrives for taking motions. It is frequently necessary, in considering the various amendments, to consult the delegates of the branches concerned, and this can only be done after the Conference has assembled.

Under the existing Standing Orders, the Committee has power to advise on the order of business. It has been the practice for many years to arrange that important matters of policy should be given precedence to allow of the fullest discussion. Limitation of the duration of speeches should be largely in the discretion of the President. In practice, the Standing Orders Committee occasionally recommends a time limit if it appears that the programme of debates is getting considerably behind schedule. As a general rule, movers of resolutions and amendments should be allowed some latitude, but a time limit on subsequent speakers might be desirable. Delegates themselves can make a contribution by avoiding repetition of arguments already used by previous speakers.

**NATIONAL UNION OF JOURNALISTS APPROVED SOCIETY No. 267**  
Report to be presented to the Annual Meeting on Friday, March 30, at 6 p.m.,  
at the Waldorf Hotel, Aldwych, London, W.C.1

Our membership decreased by about fifty during 1944. The final figures for 1943 were : 1,869 men, 322 women, 6 boys, 1 girl. The provisional figures for 1944 are : 1,814 men, 322 women, 13 boys, 4 girls. Of the 2,136 adults, 698 men and 26 women are in the Forces.

Benefits cost us £2,585, an increase of £85.

The Central Departments have decided to postpone for the period of the war certain of the accountancy work which registers the financial relations between Societies and the Central Fund. It is, therefore, impossible to publish a balance sheet. We append an unaudited cash summary for 1944, and the audited cash summary and audit certificate for the year 1943.

R. J. FINNEMORE, President.

C. J. BUNDOCK, General Secretary.

# CASH SUMMARY FOR THE YEAR 1944 (UNAUDITED)

RECEIPTS			PAYMENTS		
	£	s. d.		£	s. d.
Balance forward 1.1.44	249	9 0	Benefits :—		
Cash for Current Ex-			Sickness .. ..	1,096	0 0
penses from :—			Disablement .. ..	431	5 7
Ministry of Health ..	2,740	0 0	Maternity .. ..	179	10 0
Department of Health			Additional Treatment		
Scotland .. ..	79	0 0	Benefits :—		
Welsh Board of			Distress .. ..	11	0 0
Health .. ..	65	0 0	Dental .. ..	315	2 8
Bank Interest ..	2	7 4	Hospital .. ..	305	12 11
			Convalescent .. ..	7	1 0
			Surgical Appliances	36	15 1
			Ophthalmic .. ..	202	5 0
			Administration ..	502	8 11
			Balance at 31.12.44 ..	48	15 2
	£3,135	16 4		£3,135	16 4

# AUDITED CASH SUMMARY FOR THE YEAR 1943

RECEIPTS			PAYMENTS		
	£	s. d.		£	s. d.
From N.H.I. Fund ..	3,147	0 0	Benefits .. ..	2,508	1 5
Benefit Repayments ..	7	9 6	Administration pay-		
Interest .. ..	4	13 11	ments .. ..	422	12 3
Total Receipts ..	3,159	3 5	Total Payments ..	2,930	13 8
Balance at 31.12.42 ..	20	19 3	Balance at 31.12.43 ..	249	9 0
Total .. ..	£3,180	2 8	Total .. ..	£3,180	2 8

# AUDIT CERTIFICATE

I have examined the Books and Accounts of this Society and I hereby certify that the Accounts for the year ended December 31, 1943, and the relative Statements of this Abstract are correct and in accordance with law, according to the information and explanations given to me.

F. BAYLEY,

Auditor appointed under the N.H.I. Acts.

December 1, 1944.







L o n d o n  
C a l e d o n i a n  
P r e s s L t d.  
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